

# **Commission on Employee Retirement Security & Pension Reform**

## *Draft Working Groups Staff Recommendation*

### **Working Group on Retirement**

The Working Group on Retirement will study, report on, and make recommendations to the Commission on the Virginia Retirement System, the unfunded liabilities of VRS, current plan design, future changes to plan design, contribution rates, participation rates, and other aspects of the retirement system.

### **Working Group on Workforce**

The Working Group on Workforce will study, report on, and make recommendations to the Commission on state employee retirement projections, turnover rates, retention, succession planning, training, hiring, and other topics necessary to ensure a strong and stable state workforce.

### **Working Group on Compensation**

The Working Group on Compensation will study, report on, and make recommendations to the Commission on the total compensation packages available to state employees including cash compensation, deferred compensation, and retirement benefits compared to other states and the private sector.